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Human resources management

Administrative and budgetary aspects of the financing of the United Nations peacekeeping operations

Staffing of field missions, including the use of 300 and 100-series appointments

Report of the Secretary-General

Summary

The present report is issued in compliance with General Assembly resolutions 60/266, section XIV, and 61/244, section VI, in which the Assembly requested the Secretary-General to report on the reappointment of mission staff who have reached the four-year limit under 300-series appointments of limited duration by 31 December 2006 and 30 June 2007, respectively.

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I. Introduction

1. In response to indications from the Secretariat of the intention to use 100 series fixed-term appointments as the principal instrument for the recruitment of mission staff, the General Assembly, in its resolution 58/296, decided to suspend the application of the four-year maximum limit for appointments of limited duration under the 300 series of the Staff Rules in peacekeeping operations, until 31 December 2004, and requested the Secretary-General to submit a comprehensive report on the use, including the conversion, of 300-series contracts, addressing in particular the strategy of the Organization for meeting current and future human resources requirements for peacekeeping missions.

2. The Secretary-General's comprehensive report on staffing of field missions, including the use of 300 and 100-series appointments (A/59/291), described the operational challenges facing peacekeeping and the human resources strategy for addressing those challenges. The human resources strategy defined in the report was intended to enhance the Organization's ability to attract, recruit and retain high quality personnel for United Nations peace operations through improvements in conditions of service and better contractual arrangements. The main aspects of the human resources strategy included proposals to use 100-series appointments as the primary instrument in the recruitment of mission personnel and the harmonization of conditions of service of staff in the field with those of the United Nations agencies, funds and programmes. Having considered the report, the General Assembly requested the Secretary-General, in section X of its resolution 59/266, to continue to use the 300-series appointment as the primary instrument in the recruitment of new mission staff. In the same resolution, the Assembly decided to continue to suspend the four-year maximum limit on appointments of limited duration until 30 June 2005 and to authorize the Secretary-General to reappoint under 100-series contracts those staff who had reached the four-year limit under an appointment of limited duration by 31 December 2004 or later, subject to the criteria specified in that resolution.

3. In response to two further reports of the Secretary-General on reappointments made from 300 to 100-series contracts (A/59/762 and A/60/698 and Corr.1 and 2), the General Assembly, in its resolutions 59/296 and 60/266, again decided to suspend the application of the four-year limit for appointments of limited duration until 30 June 2006 and 31 December 2006, respectively, and continued to authorize the Secretary-General to reappoint under the 100 series of the Staff Rules those staff members who had reached the four-year limit on an appointment of limited duration by 31 December 2006, provided the criteria specified in those resolutions had been met.

4. The Secretary-General submitted comprehensive human resources reform proposals in his reports on investing in people (A/61/255) and on reforming the Field Service category: investing in meeting the human resources requirements of United Nations peace operations in the twenty-first century (A/61/255/Add.1 and Add.1/Corr.1). In those reports, the Secretary-General described how the growth in field activities had changed the focus of the work of the United Nations, and outlined his vision of the Secretariat of the future as an integrated, field-orientated, operational organization. The reports proposed the streamlining of contractual arrangements through the introduction of one United Nations staff contract under one series of staff rules that would mirror the 100 series, and which would vary by length of service: short-term (up to one year, or two years in the field for surge

requirements); fixed-term (up to five years) and continuing (more than five years). The proposed one United Nations staff contract would also apply to staff in field missions. As indicated in the Secretary-General's report on investing in people, the financial implications of reappointing international staff in United Nations peace operations from 300 to 100-series mission appointments under the current conditions of service is estimated at $19.1 million per annum. Having considered the proposals presented in those reports, the General Assembly requested the Secretary-General, in section VI, paragraph 5, of its resolution 61/244, to present a detailed road map on the implementation of the proposed contractual arrangements, including on eligibility criteria, at the second part of its resumed sixty-first session. The Assembly also decided, in section VI, paragraph 2, of the same resolution, to request the International Civil Service Commission (ICSC) to consider the proposal of the Secretary-General to introduce one United Nations staff contract under one series of staff rules and to report thereon to the Assembly at the second part of its resumed sixty-first session. In section VI, paragraphs 6 and 7, the Assembly also decided to continue to suspend the application of the four-year maximum limit for appointments of limited duration until 30 June 2007 and authorized the Secretary-General to reappoint under 100-series contracts those staff members who reached the four-year limit under an appointment of limited duration by 30 June 2007, provided the criteria specified in the resolution had been met. The present report is submitted in compliance with the request of the Assembly in its resolutions 60/266 and 61/244 that the Secretary-General report on the reappointments from 300 to 100-series contracts made by 31 December 2006 and 30 June 2007, respectively.

II. Reappointment of staff from 300 to 100-series contracts

5. From 1 July 2006 to 30 June 2007, a total of 271 international staff in United Nations peace operations are expected to reach the four-year maximum limit on a 300-series appointment of limited duration and will be considered for reappointment under a 100 series fixed-term contract, provided their functions continue to be necessary and the staff member's performance record has been confirmed as fully satisfactory.

6. By 31 December 2006, 188 international staff members in United Nations peace operations were considered for reappointment from a 300-series appointment of limited duration to a 100 series fixed-term contract. A total of 109 eligible staff meeting the criteria specified in paragraph 5 above were reappointed under 100 series fixed-term contracts. Of the 79 staff members not reappointed under 100-series contracts, 6 were expected to separate. Fifty-three staff members were not reappointed from 300 to 100-series appointments in light of uncertainty of the mission's future staffing requirements or downsizing of the mission. Four staff members were not reappointed for reasons of performance or conduct. The reappointment of the remaining 16 staff members is currently under review.

7. From 1 January to 30 June 2007, an additional 83 international staff members serving in United Nations peace operations are expected to reach four years on a 300-series appointment of limited duration. Such staff will be considered for reappointment under a 100-series appointment in due course. Information on the reappointments made from 1 January to 30 June 2007 will be provided once available.

8. Table 1 in the annex to the present document provides a breakdown of the numbers of international staff members who met the criteria for reappointment from 300 to 100-series contracts by 31 December 2006 and those who did not. Table 2 provides a breakdown of staff members considered for reappointment from 300 to 100-series contracts by 31 December 2006 by function performed.

III. Conclusion

9. As the demand for peacekeeping continues to rise, its is becoming increasingly difficult to attract, recruit and retain sufficient numbers of high quality personnel needed to fulfil the mandates entrusted to the Organization by the Security Council. The 300-series appointment of limited duration no longer meets the needs of the Secretariat, as it does not provide adequate compensation or job security to attract and retain the skilled experts, leaders and managers needed in large, multidimensional peace operations. Despite active recruitment efforts which result in approximately 2,500 recruitment actions a year, the vacancy rate in United Nations peace operations ranges from 22 to 28 per cent. The turnover rate for Professional staff in field missions varies between 27 to 30 per cent. New recruits make up the majority of mission staff, with 54 per cent having two years or less of Organization experience. United Nations agencies, funds and programmes operating in the same location as United Nations peace operations offer considerably better contractual arrangements and conditions of service to their staff and report significantly lower vacancy rates, ranging from miniscule to 8 per cent. In integrated missions, where staff on 300-series appointments of limited duration work side by side with colleagues from the United Nations agencies, funds and programmes, the inequities in their conditions of service create not only competition for the best staff, but also morale and retention issues.

10. The authority of the Secretary-General to reappoint staff under 100-series contracts after reaching four years on a 300-series appointment of limited duration, as provided for in resolution 61/244, will expire on 30 June 2007. It is anticipated that new demands will be placed on peacekeeping to expand current, or deploy new, operations in the very near future. The Organization is currently not positioned to attract, recruit and retain the high numbers of quality personnel needed to meet current and future staffing requirements with the present contractual arrangements and compensation offered. To better enable the Organization to address the challenges of staffing missions in the face of growing demand for peacekeeping, **the Assembly is requested to consider the contractual arrangements for staff in United Nations peace operations in the context of its decision on the report of ICSC requested in section VI, paragraph 2, of its resolution 61/244, as well as the report of the Secretary-General on the implementation of the proposed contractual arrangements, requested in section VI, paragraph 5, of its resolution 61/244, to be submitted to the Assembly at the second part of its resumed sixty-first session.**

Annex

Table 1
Breakdown of staff reviewed for reappointment from 300 to 100-series appointments by 31 December 2006

	Number of staff reappointed from 300 to 100-series contracts			*Number of staff not reappointed from 300 to 100-series contracts*			
Mission	*Professional*	*Field Service*	***Subtotal***	*Professional*	*Field Service*	***Subtotal***	***Total***
MINURSO	1	4	**5**	—	1	**1**	**6**
MINUSTAH	1	5	**6**	—	—	**—**	**6**
MONUC	11	15	**26**	4	3	**7**	**33**
ONUB	3	—	**3**	4	4	**8**	**11**
ONUCI	2	3	**5**	2	2	**4**	**9**
UNAMA	9	9	**18**	1	2	**3**	**21**
UNAMI	—	2	**2**	1	1	**2**	**4**
UNIIIC	—	1	**1**	—	—	**—**	**1**
UNIOSIL	—	2	**2**	—	—	**—**	**2**
UNMEE	—	—	**—**	—	8	**8**	**8**
UNMIK	9	4	**13**	18	22	**40**	**53**
UNMIL	2	3	**5**	—	1	**1**	**6**
UNMIS	4	5	**9**	—	—	**—**	**9**
UNMIT	—	10	**10**	2	2	**4**	**14**
UNOMIG	1	3	**4**	—	—	**—**	**4**
UNTOP	—	—	**—**	1	—	**1**	**1**
Total	**43**	**66**	**109**	**33**	**48**	**79**	**188**

Abbreviations: United Nations Mission for the Referendum in Western Sahara (MINURSO), United Nations Stabilization Mission in Haiti (MINUSTAH), United Nations Organization Mission in the Democratic Republic of the Congo (MONUC), United Nations Operation in Burundi (ONUB), United Nations Operation in Côte d'Ivoire (UNOCI), United Nations Assistance Mission in Afghanistan (UNAMA), United Nations Assistance Mission for Iraq (UNAMI), United Nations International Independent Investigation Commission (UNIIIC), United Nations Integrated Office in Sierra Leone (UNIOSIL), United Nations Mission in Ethiopia and Eritrea (UNMEE), United Nations Interim Administration Mission in Kosovo (UNMIK), United Nations Mission in Liberia (UNMIL), United Nations Mission in the Sudan (UNMIS), United Nations Mission in Timor-Leste (UNMIT), United Nations Observer Mission in Georgia (UNOMIG), United Nations Tajikistan Office of Peacebuilding (UNTOP).

Table 2
Breakdown of staff reappointed from 300 to 100-series appointments by 31 December 2006 by function and mission

Function	*MINURSO*	*MINUSTAH*	*MONUC*	*ONUB*	*ONUCI*	*UNAMA*	*UNAMI*	*UNIIC*	*UNIOSIL*	*UNMIK*	*UNMIL*	*UNMIS*	*UNMIT*	*UNOMIG*	*Total*
Administrative assistant	1	1	2	—	—	1	—	—	1	1	—	1	2	—	**10**
Administrative officer	—	—	—	—	—	1	—	—	—	1	—	—	—	—	**2**
Air operations assistant	—	—	1	—	—	—	—	—	—	—	—	—	1	—	**2**
Air operations officer	1	—	—	1	—	—	—	—	—	—	—	1	—	—	**3**
Best practices officer	—	—	—	—	—	1	—	—	—	—	—	—	—	—	**1**
Billing assistant	—	1	—	—	—	—	—	—	—	—	—	—	—	—	**1**
Budget assistant	—	—	—	—	—	1	—	—	—	—	—	—	—	—	**1**
Civil affairs officer	—	1	—	—	—	1	—	—	—	3	—	1	—	—	**6**
Claims assistant	—	—	—	—	—	—	—	—	—	—	1	—	—	—	**1**
Court officer	—	—	—	—	—	—	—	—	—	1	—	—	—	—	**1**
Disarmament, demobilization and reintegration officer	—	—	—	—	—	1	—	—	—	—	—	1	—	—	**2**
Driver	1	—	—	—	—	—	—	—	—	1	—	—	—	—	**2**
Engineer	—	—	1	—	—	—	—	—	—	—	—	—	—	—	**1**
Facilities management assistant	—	—	—	—	1	—	—	—	—	—	—	—	—	—	**1**
Finance assistant	—	—	—	—	—	—	—	—	—	—	—	1	2	—	**3**
Finance officer	—	—	—	—	—	—	—	—	—	—	1	—	—	—	**1**
Fuel assistant	—	—	2	—	—	—	—	—	—	—	—	—	—	—	**2**
Geographic information system assistant	—	—	—	—	1	—	—	—	—	—	—	—	—	—	**1**
HIV/AIDS adviser	—	—	—	—	—	—	—	—	—	—	—	1	—	—	**1**
Human resources assistant	—	1	—	—	—	—	—	—	—	—	—	—	—	—	**1**
Human rights officer	—	—	1	—	—	—	—	—	—	—	—	—	—	—	**1**
Information management assistant	—	—	—	—	—	—	—	—	—	—	—	—	—	1	**1**
Information technology assistant	2	—	2	—	—	3	—	1	1	2	—	—	1	—	**12**
Judicial affairs officer	—	—	—	—	—	—	—	—	—	1	—	—	—	—	**1**
Legal officer	—	—	—	1	1	—	—	—	—	1	—	—	—	—	**3**
Logistics assistant	—	—	—	—	1	—	—	—	—	—	1	—	—	—	**2**
Medical officer	—	—	1	—	—	1	—	—	—	—	—	—	—	—	**2**
Movement control assistant	—	—	1	—	—	—	—	—	—	—	—	—	—	—	**1**
Personal protection officer	—	—	1	—	—	—	2	—	—	—	—	—	—	—	**3**
Political affairs officer	—	—	3	—	—	3	—	—	—	1	—	—	—	1	**8**
Programme officer	—	—	—	—	—	1	—	—	—	—	—	—	—	—	**1**
Property control and inventory assistant	—	—	1	—	—	—	—	—	—	—	—	—	1	—	**2**
Property management assistant	—	—	—	—	—	1	—	—	—	—	—	—	—	—	**1**

Function	*MINURSO*	*MINUSTAH*	*MONUC*	*ONUB*	*ONUCI*	*UNAMA*	*UNAMI*	*UNHIIC*	*UNIOSIL*	*UNMIK*	*UNMIL*	*UNMIS*	*UNMIT*	*UNOMIG*	*Total*
Public information assistant	—	—	2	—	—	—	—	—	—	—	—	—	—	—	**2**
Public information officer	—	—	3	1	—	—	—	—	—	1	—	—	—	—	**5**
Radio producer	—	—	—	—	1	—	—	—	—	—	1	—	—	—	**2**
Radio technician	—	—	—	—	—	1	—	—	—	—	—	—	1	—	**2**
Security officer	—	1	1	—	—	1	—	—	—	—	1	—	—	2	**6**
Special assistant	—	—	—	—	—	1	—	—	—	—	—	—	—	—	**1**
Supply assistant	—	—	1	—	—	—	—	—	—	—	—	—	—		**1**
Supply officer	—	—	1	—	—	—	—	—	—	—	—	—	—	—	**1**
Telecommunications technician	—	1	2	—	—	—	—	—	—	—	—	—	1	—	**4**
Transport assistant	—	—	—	—	—	—	—	—	—	—	—	1	—	—	**1**
Vehicle technician	—	—	—	—	—	—	—	—	—	—	—	2	1	—	**3**
Total	**5**	**6**	**26**	**3**	**5**	**18**	**2**	**1**	**2**	**13**	**5**	**9**	**10**	**4**	**109**

Abbreviations: United Nations Mission for the Referendum in Western Sahara (MINURSO), United Nations Stabilization Mission in Haiti (MINUSTAH), United Nations Organization Mission in the Democratic Republic of the Congo (MONUC), United Nations Operation in Burundi (ONUB), United Nations Operation in Côte d'Ivoire (UNOCI), United Nations Assistance Mission in Afghanistan (UNAMA), United Nations Assistance Mission for Iraq (UNAMI), United Nations International Independent Investigation Commission (UNIIIC), United Nations Integrated Office in Sierra Leone (UNIOSIL), United Nations Interim Administration Mission in Kosovo (UNMIK), United Nations Mission in Liberia (UNMIL), United Nations Mission in the Sudan (UNMIS), United Nations Mission in Timor-Leste (UNMIT), United Nations Observer Mission in Georgia (UNOMIG).